

GUJARAT TECHNOLOGICAL UNIVERSITY**M.B.A.- SEMESTER – III • EXAMINATION – WINTER 2012****Subject code: 2830303****Date: 26-12-2012****Subject Name: Management of Industrial Relations & Labour Legislation****Time: 10:30 pm – 01:30 pm****Total Marks: 70****Instructions:**

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.

- Q.1 (a)** “Industrial relations in India are not conducive to rapid Industrial Growth “Do you agree? Suggest measures to bring about harmonious industrial relations for sustained growth. **07**
- (b)** What do you mean by Industrial disputes? Explain the authorities under the act for resolution of industry dispute? **07**
- Q.2 (a)** Explain the rights & liabilities of registered Trade union according to the Trade Union Act 1926. **07**
- (b)** Explain the silent feature of Industrial employment (standing order) Act 1946 & state the matters to be provided in standing orders under industrial employment (standing order) Act 1946. **07**
- OR**
- (b)** Mention the objectives of the Shop & Establishment Act 1948. What are the important provisions regarding employment of children, young person's & women in this Act? **07**
- Q.3 (a)** Define the “Factory”. Explain the provision regarding the welfare of workers as per the Factory act 1948. **07**
- (b)** Define the “Contract Labour”. Explain the prohibition of employment of Contract Labour. **07**
- OR**
- Q.3 (a)** “Collective bargaining is a negotiation process for handling disputes expeditiously.” Comment and also explain the different types of bargaining. **07**
- (b)** Define the “Manufacturing processes.” Explain the provision regarding the Health of workers as per the Factory Act 1948. **07**
- Q.4 (a)** “The concept of workers participation management leads to healthier Industrial relations.” Comment. Explain the concept of WPM. **07**
- (b)** What do you mean by “Discipline”? Explain the procedure for taking disciplinary action. **07**
- OR**
- Q.4 (a)** What are the important Supreme Court's guidelines on the sexual harassment of women in workplace? **07**
- (b)** Explain the statutory & non statutory forms of worker's participation in management. **07**
- Q.5 (a)** Define the term “Retrenchment.” Explain the conditions precedent to Retrenchment of workmen. **07**
- (b)** “Effective Grievance redressal is sure antidote to industrial strife- yet largely ignored in India.” Discuss and work out the outline of Model Grievance procedure for a public sector telecom company. **07**
- OR**
- Q.5 (a)** What are the silent features of Trade union Act 1926? Explain the procedure of registration of Trade Union **07**
- (b)** “Equity and Equality” What according to the management should be followed as per the code of discipline? **07**